

Librarians' Advocate

Official Publication Of Librarians Affiliated With The
University Council - American Federation Of Teachers, AFL-CIO



October 1982

PERB Rules, Administration Stalls

Separate Librarian Bargaining Unit!

Supervisor Names Pulled From Hat?

In a victory for UC librarians and the AFT, the Public Employment Relations Board ruled that there would be a separate librarian bargaining unit in the forthcoming elections. PERB's October 5 ruling rejected the University administration's argument that librarians be included in a large, heterogeneous unit including thousands of non-academic and academic professionals.

The University administration recently presented its list of those librarians it alleges to be supervisors. Those on the list would be denied full collective bargaining rights since the Higher Education Employer-Employee Relations Act severely limits supervisor's rights. The University's list can fairly be characterized as outrageous. It includes librarians who clearly are not supervisors under the meaning of HEERA, which states that employees whose duties are substantially similar to those of their subordinates shall not be considered supervisory. Indeed, in the CSU system, all librarians up to and including Assistant Directors of Libraries were ruled by the PERB to be non-supervisory.

The administration's highly inconsistent list would declare 53 UCB librarians to be supervisory, but only 11 from UCLA. Even within a single campus great variations occur. In Berkeley's General Library, 37% of the librarians would be excluded from bargaining, while only 9% of those in the Non-General Libraries would be. Even within a single unit, inexplicable inconsistencies are found. In one instance a librarian is identified as a supervisor, but the head of his library (also a librarian) is not. PERB is almost certain to reject the administration's list out of hand. The AFT's legal staff will urge PERB to follow its CSU precedent in order to guarantee that UC librarians have the chance to decide for themselves whether to bargain collectively.

Campus	Administration Would Exclude	Percent of Total
Berkeley	53	34%
(General Library)	(51)	(37%)
(Non-General Libraries)	(2)	(9%)
Davis	20	32%
Irvine	19	40%
Los Angeles	11	7%
Riverside	6	22%
San Diego	15	34%
San Francisco	4	20%
Santa Barbara	9	17%
Santa Cruz	9	33%
Systemwide	1	20%
TOTAL	147	26%

AFT arguments before PERB were supported by the state agency in every instance where issues related to UC librarians were litigated. The list of librarians identified by the administration as "supervisory" are on the next page.

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Administration's Exclusion List

Berkeley

Alexander, Thomas J.
Ananda, Peter
Arguelles, Ivan
Berger, Kay C.
Burch, James R.
Chen, Chi P.
Choo, Yong K.
Cooper, Richard S.
Evans, Peter A.
Farrell, Lois C.
Fulsmos, Esther M.
Gardiner, Russell K.
Gault, James E.
Gilbert, Ann B.
Gold, Suzanne
Han, Jean Y.
Handman, Gary P.
Hawke, Peter L. [i.e.,
Hanff, Peter E.?
Hoehn, Raymond P.
Hom, Kimyo
Howard, Alison S.
Howard, Patricia
Johnson, Esther M.
Kantor, James R.
Kiresen, Evelyn M.
Kislitzin, Elizabeth H.
Koenig, Dorothy A.
Kornstein, Barbara
Koyama, Janice T.
Krummes, Daniel C.
Lipow, Anne G.
Lukens, Beatrice L.
Mitchell, AnnMarie D.
Moran, Irene M.
Moreno, Catherine H.
Myers, Elizabeth L.
Nichols, Gail N.
Novak, Gloria J.
Ogden, Barclay W.
Peck, Jean M.
Pfeiffer, Robert E.
Pratt, Virginia
Rebec, Estelle
Scalzo, Geraldine
Sommer, Deborah P.
Tang, R. N.
Todd, Elizabeth G.
Voovin [i.e., Vdovin]
George A.
Wanat, Camille A.
Waugh, Arthur B.
Williamson, Faye M.
Wilson, Mari T.
Yutani, Eiji

Davis

Anderson, David G.
Baker, Sharon D.
Bell, Robert F.
Fraser, Walter J.
Gonzalez, Silvia
Jones, Judy
Kennedy, Scott
Kistler, Winifred D.
Kunitz, Donald
Kwan, Cecilia
Lewis, Alfred
Lust, Vernon G.
Malmgren, Terri
Mawdsley, Katherine F.
Moomaw, Judith
Moreno, Mary Helen
Piper, Pat
Preston, Gregor A.
Sibia, Tejinder A.
Stevenson, Roberta A.

Irvine

Adams, Lynda K.
Berry, Roger B.
Bube, Judith L.
Butlers, Cynthia
Buzzard, Marion
Easley, Janet T.
Horn, Judy K.
Lane, Diana
Loeprich, Joyce E.
MacDonald, Eric
Myong, Jae H.
New, Doris E.
Palchak, Jacquelyn
Renton, Margaret A.
Roden, Ruth N.
Tseng, Sally
Weintraub, D. Kathryn
Whaley, J.
Wilson, Yvonne

UCLA

Bellantini, Robert
Benefeld, Alan
Eaton, Eugenia
Fry, Stephen
Fry, Thomas
Hinckley, Ann
Jones, N. E.
Kim, Ik-Sam
Ludmer, Joyce
McKinley, Margaret
Wright, Thomas

Rivergate

Brigge, Peter M.
Gannon, Judith A.
Leung, Shirley W.
Rothenberger, James
Stirling, Isabel
Vierich, Richard W.

San Diego

Anderson, Sharon
Donovan, Joanne
French, Beverlee Ann
Goff, William J.
Hayne, Rebecca
Hurlbert, Irene Woo
Johnson, Sue Ann H.
Meakin, Faith A.
Metzger, Suzanne Kay
Morton, Thomas H.
Page, Julia Allen
Peyton, Georgina C.
Rhee, Susan F.
Tillett, Barbara B.
Wilson, Marilyn J.

San Francisco

Barr, Mary
Davis, Doris
Tarczy, Stephen
Weeks, Kenneth

Santa Barbara

Brun, C. M.
Cronshaw, P.
Fitch, D. E.
Gibbens, C.
Hodina, A.J.
Kiley [sic]
Linville, H.
Nanna, L. A.
Treese, W. R.

Santa Cruz

Bottoms, Rita B.
Bunting, Christine A.
Keller, G. W.
Miller, Carolyn V.
Millsap, Larry D.
Smith, Leonard A.
Steen, Judith A.
Stevens, Stanley D.
Taylor, Marion E.

Systemwide

Polak, Virginia

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